

Supervisor and Front Line Manager Solutions



Accurately Assess Mid-Level Leadership Capabilities.

Identifying effective supervisors and managers is critical for meeting your business objectives. But how do you know which candidates will provide the leadership your business requires? PreVisor's Supervisor and Front Line Manager Solutions are designed for mid-level leadership positions across industries and cover multiple competencies ranging from coaching and development, prioritizing, decision-making, achievement, thoroughness, and sense of duty. In addition, the solutions include new state-of-the-art Inbox and Coaching simulations, Problem Solving and Personality components, and measures of Managerial and Professional Potential to give you a comprehensive picture of your candidate. Best of all, the Supervisor and Front Line Manager Solutions are administered online and replace the need for expensive assessment centers.

Evaluate Candidates with Realistic Coaching and Inbox Simulations

The Supervisor and Front Line Manager Solutions offer both a Coaching and an Inbox Simulation. The Coaching Simulation is a role-playing simulation that presents candidates with video clips of "employees" with whom candidates interact. The simulation is designed to measure a candidate's ability to manage talent as each coaching simulation presents multiple video-based scenarios that show interactions between employees and the supervisor/manager candidate. Scores predict the candidate's ability to effectively manage employees, be appropriately directive and assertive, and display supportive leadership behaviors such as listening, probing, encouraging and empowering.

The Inbox simulation is an automated multimedia simulation that presents candidates with emails, voicemails, phone calls, and in-person visitors. Candidates are tasked with sorting through the information presented and responding to questions about how they would handle the various situations encountered. Candidates are evaluated in terms of how effectively they prioritize work activities and make accurate judgments about work demands.

The Coaching and Inbox simulations are specifically tailored to supervisory and managerial roles, such that the types of situations presented are similar to those encountered in different leadership levels. The supervisor versions contain scenarios specific to leading hourly employees, while the manager versions contain scenarios specific to leading salaried professionals.

Measure Critical Supervisory and Managerial Personality Characteristics

Another component of the Supervisor and Front Line Manager Solutions is PreVisor's Global Personality Inventory-Adaptive (GPI-Adaptive). This new cutting edge adaptive personality instrument incorporates PreVisor's PreView™ Computer Adaptive Testing (CAT) technology so that the assessment automatically adjusts to the candidate's personality trait levels by asking questions based on the candidate's previous responses. The result is a more accurate, secure, and shorter assessment that helps predict a candidate's ability to perform well in the job.

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**For more information on the
PreVisor Supervisor and Front Line
Manager Solutions, please contact
your account representative
at 800-367-2509.**
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Assess Effective Problem Solving Ability

Supervisors and managers need to possess the ability to be effective problem solvers in their everyday work. The Problem Solving component of the Supervisor and Manager Solution assesses candidates on this crucial competency by measuring their ability to solve everyday problems quickly and accurately. The Problem Solving component also utilizes PreView CAT technology so it allows for the quick and accurate measure of cognitive ability by adapting to the candidate's ability level.

Accurately Measure Management and Professional Potential

The Supervisor and Front Line Manager Solutions also measure potential to be effective in a professional and/or managerial capacity. This potential is assessed by asking candidates about relevant work experiences and professional, educational, and personal accomplishments.

Additional Leadership Resources Available from PreVisor

Improve the Impact of Your Solution with a Training Bundle from SkillSoft

PreVisor also offers learning solutions from SkillSoft, a leading provider of e-learning and performance support solutions. Through this partnership, we have developed a bundle of training courses designed specifically to further enhance the Supervisor and Front Line Manager Solutions. This add-on license provides online training covering management and professional potential, coaching and developing, prioritizing, and managing employee performance. You will get access to 16 classes totaling over 40 hours of online training for your supervisors and leaders.

Emphasize Importance of Training Further with the *Successful Manager's Handbook*

The *Successful Manager's Handbook* is based on the latest research on four critical leadership performance dimensions: Thought Leadership, Results Leadership, People Leadership and Self Leadership. This resource is the first place managers go to get answers, build leadership qualities, and map their road to success. Each chapter provides easy-to-use tips and on-the-job activities for improving managerial skills and effectiveness. This is a leading tool for managers around the world who are interested in professional development and will complete your Supervisor and Front Line Manager Solution.

For more information on the PreVisor Supervisor and Front Line Manager Solutions, please contact your account representative at 800-367-2509.